

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

December 13, 2023



HOW IMMIGRANTS DRIVE THE NH ECONOMY

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From: "How immigrants drive New Hampshire's economy" By Amanda Gokee for The Boston Globe, November 15, 2023; [Click here for story.](#)

Without newcomers, the Granite State's population would shrink and with it, the state's economy. Some business owners say the state needs to do more to attract new Americans.

Ali Sekou is something of a trailblazer. Originally from Niger, Sekou immigrated to the US in 2012. That meant some setbacks. Though he'd been a law student in Niger, in the US he had to take night classes at a high school to learn English. He put himself through community college, and then eventually earned a bachelor's degree at Plymouth State University and a master's degree in community development and leadership at the University of New Hampshire. His efforts paid off:



In the recent municipal elections, he was elected to serve as a city councilor in Concord.

"I'm the first Black, first immigrant, first Muslim, and the youngest elected to the City Council," he said at a conference Nov. 15 that highlighted the critical role immigrants play in New Hampshire's labor market. The conference was hosted by NH Songa, an organization that aims to bridge the gap between immigrants and their host communities.

Sekou's message to attendees was that immigrants have a lot to offer, if they are given a chance. He urged other immigrants to get involved in their communities through local government or volunteering.

"We don't have to live in the shadow or think that we are here just to earn money. We are here as part of the community," said Sekou, who recently accepted a job as manager of community engagement and inclusion for the New Hampshire Housing Finance Authority.

Without immigrants like Sekou, New Hampshire's population and its economy would not be growing, other panelists noted.

Phil Sletten, research director at the New Hampshire Fiscal Policy Institute, said that immigrants from abroad have been critical in driving population growth, which has been historically linked to economic growth in the state. Data from 2010 to 2022 showed that

About Network4Health:

Network4Health is a workforce intermediary that acts as a neutral convener and funder of various workforce development programs.

Our network consists of 40 healthcare, behavioral health, and human services employers operating in 18 cities and towns around the greater Manchester, Salem, and Derry areas.

Our vision is to:

- Build the pipeline of workers into roles of critical need across our region
- Increase competence and confidence of the workforce through professional development so that our partners can provide the highest quality, compassionate, and culturally competent care
- Invest in training and education opportunities to promote career advancement
- Promote retention strategies as a key part of growing the healthcare, behavioral health, and human services workforce in our region

Activities We Support:

- Training and professional development
 - Building career pathways
 - Supporting educational pathways
 - Continuing work around diversity, equity, and inclusion as well as mental health awareness
 - Maintaining the interconnectedness of our network
-

about half the state's growth came from international migration during that time. International migration contributed to about 36,500 new residents, while domestic migration added about 27,100.

Sletten said the state remains dependent on people moving here in order to keep growing, since there have been more deaths than births in New Hampshire in recent years.

New Hampshire also faces the most severe workforce shortage of the past 20 years, according to data from the New Hampshire Fiscal Policy Institute. Sletten said in the early 2000s, there was about one open job per unemployed person. But by last July, there were just under four open jobs per unemployed person in the state.

That's put companies in a difficult position when it comes to hiring.

"The only way the economy in New Hampshire is going to grow is if we have more immigration," said Steve Duprey, president of Foxfire Property Management and the Duprey Companies. Duprey is also a prominent figure in New Hampshire Republican politics and was a Republican National Committee member.

Duprey, whose company includes four hotels, said new Americans were a key part of the labor market in the hospitality business. "We could not have our businesses without the new Americans," he said.

The company partnered with the Ascentria Care Alliance, an agency that helps immigrants, to create a training program in order to place more people in jobs.

Moving forward, Duprey said, more support is needed for new Americans, who face barriers when it comes to transportation, housing, and language. He said the state should create a program so businesses could pay employees for taking language classes, and suggested legislation to offer a tax credit to participating businesses.

"The best way to get more new Americans here is to come up with state supports that we put on top of federal supports to make it a place where new Americans want to come," he said.

NEW CENSUS PROJECTIONS SHOW IMMIGRATION IS ESSENTIAL TO THE GROWTH AND VITALITY OF A MORE DIVERSE US POPULATION

From: "New census projections show immigration is essential to the growth and vitality of a more diverse US population" By William H. Frey, Senior Fellow for Brookings.edu; November 29, 2023; [Click here for story.](#)

Immigration will make the difference between future population growth or decline. The new census projections examine immigration's impact on future national growth by assuming four scenarios over the 2022-2100 period based on different annual levels of net immigration (i.e., in-migration minus out-migration to the U.S.).

One scenario is the "main" immigration scenario—the one most consistent with recent history, apart from the immediate pre- and post-pandemic years. This assumes annual net immigration levels between 850,000 and 980,000 people.

Another is the "high" immigration scenario, which assumes a consistent annual net immigration of roughly 1.5 million people per year—a level only occasionally approached in the recent past. The "low" immigration scenario assumes a trajectory of

between 350,000 and 600,000 net migrants annually, which occurred during the latter years of the Trump presidency, though still higher than during the pandemic.

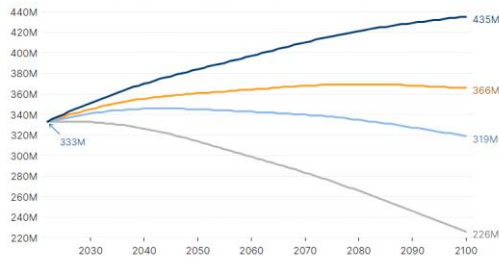
Finally, there is the “zero” immigration scenario, which assumes a modest negative annual net immigration resulting from some out-migration and no in-migration. While zero immigration is not likely to occur in the future, this scenario provides a benchmark to show future population changes due primarily to the forces of fertility and mortality.

FIGURE 1

Projected annual US population size, 2022-2100

Alternative immigration scenarios

— High Immigration — Main Immigration — Low Immigration — Zero Immigration

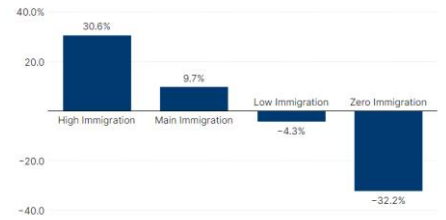


Source: William H. Frey analysis of US Census Bureau projections, released November 9, 2023. Brookings Metro

FIGURE 2

Projected US population growth, 2022-2060

Alternative immigration scenarios



Source: William H. Frey analysis of US Census Bureau projections, released November 9, 2023. Brookings Metro

Year with peak projected population size

Scenario	Year	Size
High Immigration	2100	435m
Main Immigration	2080	370m
Low Immigration	2043	346m
Zero Immigration	2024	333m

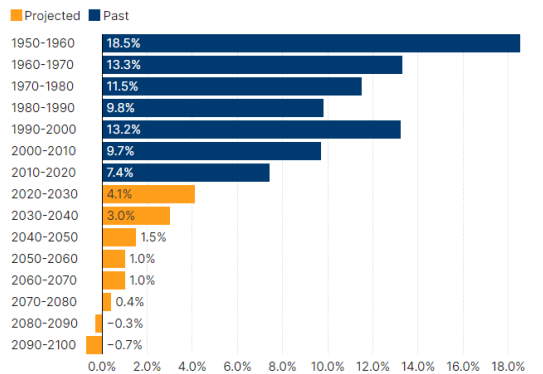
Source: William H. Frey analysis of US Census projections, released November 9, 2023



FIGURE 3

Past and projected US population growth for decades 1950-2100

Main projection scenario



Source: William H. Frey analysis of US decennial censuses 1950-2020 and 2030-2100 projections, released November 9, 2023. Brookings Metro

Thanks for reading!
 Geoff Vercauteren
 Director of Workforce Development
 Network4Health

FUNDING ANNOUNCEMENT

New Funding Opportunity Available! **Geriatric Workforce Enhancement Program (GWEP) (HRSA-24-018)** Applications accepted until 11:59 p.m. ET on February 26, 2024.

The Health Resources and Services Administration (HRSA) released a New Notice of Funding Opportunity (NOFO) to educate and train the health and supportive care workforces to care for older adults by collaborating with community partners.

The purpose of the GWEP is to educate and train the health care and supportive care workforces to care for older adults by collaborating with community partners. Applicants will maximize patient and family engagement to address care gaps and improve health outcomes for older adults by integrating geriatrics with primary care and other appropriate specialties using the Age-Friendly Health Systems Framework. Eligible applicants include:

- Schools of Medicine
- Physician Assistant Education Programs
- Graduate programs for Health Administration or Behavioral Health and Mental Health Practice, including: Clinical Psychology, Clinical Social Work, Professional Counseling, or Marriage and Family Therapy
- Health care facilities
- Programs leading to certification as a certified nurse assistant
- Partnership of a school of nursing and health care facility
- Partnership of a program leading to certification as a certified nurse assistant, and a health care facility
- Community-based organizations, if otherwise eligible
- Tribes, and Tribal organizations, if otherwise eligible

Awards: HRSA anticipates awarding approximately \$43 million to approximately 43 recipients through this funding opportunity. [Click HERE for more info.](#)

SPOTLIGHT ON A HEALTHCARE PROFESSIONAL

*In this issue, **Vanessa Rashid, the Network4Health Coach/Advisor**, is pointing the spotlight on one of the healthcare professionals who gained employment through CMC/EHS' apprenticeship program. It wasn't easy, but through hard work and support from the program, Amber was able to really succeed.*



Amber is a truly dedicated licensed nursing assistant (LNA) at Catholic Medical Center (CMC). In May of 2023, she reentered the nursing field by entering an LNA apprenticeship offered at Manchester Community College (MCC) in a partnership between Elliot Hospital and CMC.

From 2019-2022, Amber had been working in healthcare as a pharmacy technician for a mail order company. Before that experience, Amber had been working as an LNA at a long-term healthcare facility from 2015-2018. Due to a severe medical situation, Amber was forced to stop working in that role. While Amber enjoyed her time as a pharmacy technician, she really wanted to return to the work she loved in the nursing field.

As a child, Amber had suffered from challenging health issues. She spent a good deal of time in and out of the hospital. There, she was exposed to great healthcare from her

“front line heroes”, the nurses who spent so much time checking in on her. As soon as she completed high school, Amber used her savings to attend training at an LNA school to fulfill her lifelong dream of giving back to the healthcare field.

In 2023, Amber really wanted to return to nursing, but needed to retake the LNA course for entrance into an LNA role. Despite her past experience, Amber was unsure if she would be able to complete another training. In May of 2023, Amber was about 7 months pregnant with her second child. Not only would she have to balance coursework and childrearing, she’d also need to focus on her health and well-being while doing full-time course work at MCC. She doubted herself mentally. However, she quickly realized that she would have great support through the apprenticeship program from the instructors, staff and an employer who fully encouraged her. Amber was able to successfully complete the program and finished as one of the top 5 LNA students in the cohort.

During the course, Amber did face challenges. The hybrid nature of the class allowed Amber to complete much of the work on her own time. However, the in-person time at class also allowed her to engage with others and form a great relationship with fellow LNA students. On days when Amber had to miss school for her important pre-natal healthcare, she was worried that she would miss key details. However, her clinical instructor made sure Amber was able to catch up and complete all course requirements. Her husband also provided extra support as he was able to take care of their child allowing Amber quiet time to complete her studies.

When Amber gave birth to a beautiful baby girl in July, she had a plan to return to complete her on the job training portion of her LNA apprenticeship. However, being a new mom, raising a 3-year-old, and balancing work, sleep and health proved to be a major hurdle. When Amber returned to working her 12-hour overnight shift, she began to question her decision. She had become exhausted and was feeling tremendous guilt about not spending enough time with her children. She was on the brink of quitting when her supervisor realized that Amber needed help. Amber was able to work with her supervisor for a trial change in her schedule. She moved to part time hours in the mornings, and this made all the difference in the world. Now, with the support and encouragement of her fellow staff and managers, Amber is able to balance her passion for work with her parenting/family life. She can go to work happy knowing she is valued and respected in her role.

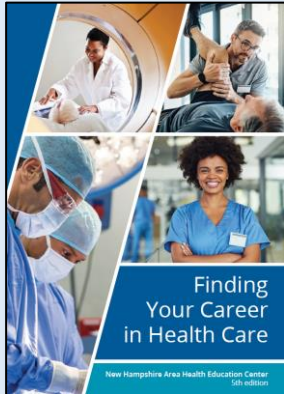
As for the future, Amber has been highly encouraged by her manager to continue her education. Her manager has seen “great potential” in Amber and has actively encouraged her to pursue an RN degree. With the hope of receiving assistance from the DOL nursing grant received by Elliot Hospital, Amber intends to get an RN degree and continue working to be a healthcare hero.

When asked if she had any advice for people considering the nursing field, Amber stated, “If you have the drive and passion, dive right in. If you have any doubts, reach out for resources because they can greatly help.”

Amber, we admire your dedication not just to the healthcare field but also to yourself and your family. You bring so much value and impact to your role. Keep up the fantastic work!

- Vanessa

WORKFORCE DEVELOPMENT OPPORTUNITIES



Finding Your Career in Healthcare – 5th edition is now available online!

The fifth edition of AHEC's popular career guide has over 90 different careers in healthcare and now includes a section on jobs in behavioral health and substance misuse. Written for career explorers from middle-school to adult, this guide give valuable information including career descriptions, salary ranges, educational programs, career paths and more!

[CLICK HERE TO VIEW ONLINE!](#)

CHW ADVANCE!

Start your career pathway to becoming a Community Health Worker (CHW). Resources for Training and Support provided through a partnership of North Country Health Consortium, Southern NH AHEC and Southern Vermont AHEC.



Who is Eligible?

CHW ADVANCE! Is for new community health workers who are interested in receiving training and building competencies to be successful working in the community with under-resourced populations. Participants must be a US Citizen or Permanent Resident.

Why Should I Enroll?

Participants in CHW ADVANCE! Will receive the following benefits:

- \$1200 scholarship to attend NH or VT based CHW training that highlights CHW Core Competencies and public health concepts.
- \$2550 stipend
- 8 weeks (250-320 hours) on the job training (OJT) to build skills and gain experience.
- Mentoring Support



Want to learn more? [Click here](#) for more info.

Earn & Learn for Career Advancement



Excellent career pathway through paid apprenticeship!

Looking for an exciting career in health care? Join Catholic Medical Center or The Elliot Hospital in one of these apprenticeship programs:

- Medical Assistant (MA) – **Next class 1/22/24!**
- Licensed Nursing Assistant (LNA) – **Next class 2/12/24!**
- Patient Service Representative (PSR) – Starting early 2024!

- Pharmacy Technician – **New cohort coming in 2024**
- Other careers coming soon!

To apply at CMC
[CLICK HERE](#)

Benefits of apprenticeship:

- Paid full time classroom instruction – “earn and learn” model!
- On the job training with a mentor
- Academic and career support

To apply at Elliot:
[CLICK HERE](#)

For more information, contact **Vanessa Rashid, Network4Health Career Coach/Advisor:** vrashid@ccsnh.org; 603-206-8168

***A CMC First: ESOL Class Graduates
 Workforce Development Initiatives Expand to Offer English Classes***

Manchester, NH (December 7, 2023) – Catholic Medical Center (CMC), in collaboration with Network4Health and the International Institute of New England, is proud to recognize twelve CMC employees as the first graduates of the English for Speakers of Other Languages (ESOL) program at CMC.

As employees of CMC, students had an opportunity to attend class for six hours each week during their regular work schedule. Classes started in early September and were facilitated by skilled teachers from the International Institute of New England, teaching written and spoken English.

“The commitment and dedication this group has demonstrated is remarkable,” stated Kristine DiFiore, Vice-President of Human Resources. “This is an investment in themselves. These twelve individuals wanted to improve their communications skills and create opportunities for growth. Their hard work is truly commendable.”

“Learning English is an important step for advancing your career or education,” remarked Geoff Vercauteren, Director of Workforce Development at Network4Health. “More importantly, it helps these employees better work together as a team and provide the best care and service to CMC patients.”

This program was funded by Network4Health. The next ESOL class will begin in January for CMC employees wanting to improve their English language skills.



UPDATES FROM HEALTHFORCE NH



Giving Care: NH’s Healthcare Workforce Plan

In March 2022, the Endowment for Health *Forward Fund* released “Giving Care: A Strategic Plan to Expand and Support NH’s Healthcare Workforce. Giving Care presents

HealthForce NH aims to lead a collaborative effort to create a substantial, equitable, skilled and fulfilled healthcare workforce, ultimately creating a healthier New Hampshire overall.

We are a collaborative of healthcare providers, practitioners, and educators banding together with state government and business leaders.

Our mission is to promote innovative partnerships and cross-sector collaboration to grow, retain, and sustain a robust healthcare workforce.

[CLICK HERE](#) to visit our website!

New Hampshire solutions to New Hampshire's current health care workforce crisis. It is a plan that offers immediate, as well as longer-term strategies to expand and support our health care (and behavioral health) workforce. These solutions incorporate learning from previous successful workforce development efforts and provide specific actionable strategies to grow and retain the workforce, to ensure we have the data we need to prioritize investments, to improve the policy and regulatory environment, and – perhaps most importantly – to lead and coordinate implementation.



This actionable plan was the work of 70+ stakeholders (advocates, educators, policy makers, regulators, labor specialists, providers, employers) participating in 4 workgroups to establish “action agendas” with goals, objectives, 107 strategies (including priorities & quick wins), timelines, and stakeholders. Whether you are an employer, a policymaker or

government official, an institution of higher education or educator, or an advocate for the health care field, there is a role for you in implementing Giving Care. Have questions? Email us at info@healthforcenh.org.

[CLICK HERE to view the whole plan](#)

N4H DIVERSITY, EQUITY, INCLUSION, AND RACISM INITIATIVE



N4H'S VISION FOR THIS WORK:

Network4Health's vision is to enable all residents — regardless of income, race, ethnicity, language, ability, gender, or identity — to have access to affordable, high-quality, medical and behavioral health services that promote the highest possible level of wellness, and physical and mental health. We know that to achieve that vision our partners must understand the needs of our diverse communities and have the capacity to equitably include diverse people to serve those diverse communities.

In January of 2021, Network4Health launched a new diversity, equity, and inclusion (DEI) initiative. The goals of this initiative will be to increase awareness and understanding of the factors and complexities related to DEI and to provide tangible strategies and tactics to address those factors on the individual, programmatic, organizational, and regional levels.

Through this initiative, Network4Health will support our partners to:

- Create culturally effective organizations that are staffed by informed and aware individuals who strive to create environments of respect, integrity, and caring
- Build and leverage a diverse and inclusive workforce that mirrors the communities they serve
- Promote equity and decrease disparities in access to healthcare and other social services which will result in better health outcomes for our region's residents
- Reduce stigma and acknowledge and honor the fundamental value and dignity of all individuals

Other Upcoming DEI Trainings:

3/7/24		<p>MARCH 7 SAVE THE DATE</p> <p>DEI EVENT</p> <p><i>Ahead of the Curve: Navigating DEI in a Rapidly Evolving Environment</i></p> <p>2024 Annual Conference and DEI Awards Ceremony at SNHU, Manchester</p> <p>Join us for addresses from DEI experts, interactive panel discussions with business leaders in the field, social and networking opportunities, and more.</p> <p>EVENT UPDATES AND MORE INFORMATION diversityworkforce.org</p>	 <p>DIVERSITY workforce COALITION</p> <p>enhancing diversity, equity, and inclusion in the workplace</p>	<p>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</p>
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DEI Consulting with James McKim

James is available to assist with your agency developing not only **cultural competence**, but also **improving organizational performance**. Network4Health has retained the services of James McKim to provide DEI consulting to network members AT NO COST. Learn how N4H organizations have already took advantage of this and have **transformed** how they approach DEI. Interested? Email GEOFFREY.VERCAUTEREN@CMC-NH.ORG to start the discussion.

PROFESSIONAL DEVELOPMENT



SCHOLARSHIPS!

Did you know that The New Hampshire Charitable Foundation is the largest provider of publicly available scholarships in New Hampshire, awarding more than \$7 million to more than 1,600 promising students each year?

EXPLORE SCHOLARSHIP OPPORTUNITIES

Please see below for types of programs covered, and apply using *ScholarshipSource*, our single, online application. Students are matched automatically with all scholarship

Credentialing Support Partnership



New Hampshire Alcohol & Drug Abuse Counselors Association
Dedicated to Advancing Addiction Professionals in New Hampshire

NHADACA is excited to announce the launch of the **Credentialing Support Partnership (CSP)**. The CSP partners with various NH substance use treatment programs, and other organizations

that are providing substance use and co-occurring disorders treatment services, in order to provide support and ease burdens of the onsite clinical supervisor to advance licensure of clinicians.

This program aims to expand behavioral health workforce capacity and access to evidenced-based treatment from licensed providers. Additionally, this program is a resource for answering questions related to all New Hampshire substance use credentials. The CSP is designed to support LADC and MLADC licensure candidates by providing the necessary supervision and other supports (skill building, mentoring, coaching, etc.) to participants as you work towards successful completion and obtain licensure.

Some of the benefits of working with the Credentialing Support Partnership include:

- 2 hours of virtual supervision, including both individual and group formats
- Access to trainings through the NH Training Institute on Addictive Disorders
- Direct guidance and support with the application process for the LADC or MLADC
- Support with IC&RC exam preparation
- Scholarship opportunities for additional trainings and workshops

opportunities for which they qualify. Many awards are renewable for each year that a student is in school.

Scholarships available for:

- Certificate, license or other industry-recognized credential
- Two-year or associate degree program
- Four-year or bachelor's degree program
- Master's, Ph.D. or other advanced degree program

[CLICK HERE](#) for more info

FOR ADDITIONAL FINANCIAL ASSISTANCE RESOURCES:

Here are some suggestions of resources outside of the Foundation's scholarship program that you can take advantage of to help finance your post-secondary education.

[Click Here](#)

- Education specific to maintaining your license once you complete the initial process

[Click Here for more information!](#)



Network4Health has engaged PCDC for the past two years to deliver high quality, relevant trainings. **These trainings are now accessible online!** Click the links to watch each training and get access to the slide decks:

Training Name:	To Access Video:	To Access Slides:
Introduction to Care Management	Click Here	Click Here
Best Practices in Health Education	Click Here	Click Here
Screening for Social Needs	Click Here	Click Here
Comprehensive Risk Assessments	Click Here	Click Here
Culturally Responsive Care	Click Here	Click Here
Living with and Healing from COVID: Organizational Wellness & Self-Care Within a Trauma-Informed Care Lens	Click Here	Click Here
Culturally Responsive Care for Special Populations: LGBTQ+ & Older Adults	Click Here	Click Here
Culturally Responsive Care for Recent Immigrants to the U.S.	Click Here	Click Here

Look out for new PCDC trainings coming in 2024!

BEHAVIORAL HEALTH SCHOLARSHIPS

A few of months ago, Network4Health announced that it would ending support of our scholarship programs at UNH Durham, UNH Manchester and UNH College of Professional Studies (formerly Granite State College) effective 12/31/23. Manchester Community College's scholarship has been endowed for at least 8 more years, so it won't be effected by this change.

Since 2018, Network4Health has supported scholarships to promote behavioral health and human services related degree programs at these colleges, and although it is difficult to end it, we should celebrate how tremendously successful it has been. Below is the latest numbers on the scholarships' success (we are confirming final data). If you have any questions, please email n4h.workforcedevelopment@cmc-nh.org.

	Amounts	Total		UNH		Granite State		Manchester CC		UNH Manchester	
		Awards*	Amt	Awards	Amt	Awards	Amt	Awards	Amt	Awards	
Rockingham County	\$ 188,487	117	\$ 77,500	32	\$ 61,087	53	\$ 32,400	28	\$ 17,500	4	
Hillsborough County	\$ 467,782	282	\$ 142,500	62	\$ 148,182	127	\$ 94,600	75	\$ 82,500	18	
Merrimack County	\$ 34,667	29	\$ 5,000	2	\$ 24,167	22	\$ 5,500	5	\$ -	-	
TOTALS	\$ 690,936	428	\$ 225,000	96	\$ 233,436	202	\$ 132,500	108	\$ 100,000	22	
Graduates to date per school		54		15		9		25		5	

✓ Updated 12/11/2023

FREE AND SPONSORED TRAININGS

***IMPORTANT: What you need to know about sponsored trainings through Network4Health**

- ✓ **There is a TWO STEP PROCESS for indicating to N4H you want to attend a training we are willing to reimburse for:**
 - **STEP 1 – Filling out the Eventbrite form from N4H (see “Click to Learn More and Sign up for a Seat” below)**
 - **STEP 2 – Registering with the event itself**
- ✓ **Remember – Generally you need to pay for a training up front, then seek reimbursement from your employer, and then have your employer seek reimbursement from N4H. Please read details on our Eventbrite page for more information.**
- ✓ **N4H usually does not buy seats ahead of time, therefore your seat is not guaranteed unless you reserve it yourself**
- ✓ **These sponsored trainings are only for employees of Network4Health partners in our region**

Have a training or a conference you would like to attend personally or want to send staff to?

Please email us the information and we will consider sponsoring seats at the event.

TRAINING COST REMINDER:

Trainings costing \$300.00 and below will continue to be reimbursed at 100%

Trainings costing \$301.00 and above will now be reimbursed at 50%

Please make note of these changes. Should you have any questions or concerns please contact us at:

Geoff Vercauteren, Director of Workforce Development: Geoffrey.Vercauteren@cmc-nh.org

General workforce development inquiries: N4H.WorkforceDevelopment@CMC-NH.org

NHADACA ~ NHTIAD			
12/15/23	8:30 AM - 4:00 PM: Motivational Interviewing: The Basics for Criminal Justice Systems ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/18/23	8:30 AM - 4:00 PM: Building Cultural Competency ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/18/23	11:00 AM - 1:00 PM: Current Drug Trends and Overdose Prevention Strategies in New Hampshire ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/19/23	8:30 AM - 4:00 PM: Certified Recovery Support Worker (CRSW) Performance Domains ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/19 – 12/20/23	8:30 AM - 4:00 PM: Group Facilitation Skills ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/5/24	8:30 AM - 4:00 PM: The 12 Core Functions of a Substance Use Counselor ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/11/24	8:30 AM - 4:00 PM: Effective Group Treatment: Leveraging CBT and MI in Telehealth Groups ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/16/24	8:30 AM - 3:00 PM: Grief After Death by Overdose and Suicide: Working with Survivors ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat

1/17/24	8:30 AM - 4:00 PM: Substance Use and the Developing Brain ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/18/24	9:00 AM - 12:15 PM: Problematic Sexual Behaviors in Substance Use Recovery ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/19/24	8:30 AM - 3:30 PM: Project SUCCESS: Group Counseling with Adolescents ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/24/24	12:00 PM - 3:15 PM: Self-Limiting Beliefs ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/25/24	10:00 AM - 11:00 AM: Polyamory 101 ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/26/24	8:30 AM - 4:00 PM: Prevention Ethics ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/30/24	8:30 AM - 4:00 PM: CRSWs Supervising CRSWs ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/1 – 2/2/24	8:30 AM - 4:00 PM each day: Ethical Issues for Recovery Support Workers ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/2/24	8:30 AM - 3:30 PM: Engaging with Individuals Re-entering from Prisons and Jails ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/6/24	8:30 AM - 4:00 PM: Caring for Yourself While Caring for Others: Ethical Considerations & An Interactive, Skill Development Workshop ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat

PESI Workshops



A Note About PESI Trainings:

PESI is now offering many different trainings online via webinar (find them here: PESI.com → online learning → live video webinars). In fact, too many to list here. For the time being, we will advertise trainings of a particular interest, however if there is a specific PESI training you are interested in, please email us at N4H.workforcedevelopment@cmc-nh.org and we will consider funding slots at it.

Here are just a few coming in Dec:	<ul style="list-style-type: none"> • Grief Counseling and Treatment Certification Training: Assessments and Interventions to Support Healthy Grieving and Adaptation to Death and Loss • 3-Day: Dialectical Behavior Therapy Certification Training • Reproductive Trauma: Essential Tools for Infertility, Pregnancy Loss, Birth Trauma, and Perinatal Mental Health Disorders • Acceptance & Commitment Therapy Made Easy: ACT for PTSD, Anxiety, Depression & Personality Disorders • Boundaries in Clinical Practice: Top Ethical Challenges 	Go to: PESI To find more!
Multiple dates; open until 12/31/23	<p>Internal Family Systems Therapy: Step-by-Step Procedures for Healing Traumatic Wounds and Alleviating Anxiety, Depression, Trauma, Addiction and More:</p> <p>After decades of clinical innovation and recent scientific research, the empirically validated Internal Family Systems (IFS) model has been shown to be effective at improving clients' general functioning and well-being. This effective model provides clinicians with procedures for helping clients with the most challenging mental health profiles to heal the wounded, burdened, and traumatized parts of their systems. The IFS model provides a compassionate, respectful, non-pathologizing approach to understanding the organization and functioning of the human psyche.</p>	REGISTER NOW

Trainings & Conferences – Seats Sponsored by Network4Health

Open until 12/31/23	<p>Self-paced: MUSC: Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT):</p> <p>This is a self-paced, online training course for mental health professionals learning Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT). It was developed in close collaboration with the TF-CBT developers and incorporates all the most recent developments in the model. The course is comprised of 11 learning modules that cover the foundations of TF-CBT and each of the treatment components. Each module has a concise explanation of the treatment component, video demonstrations of treatment procedures and techniques, and clinical materials and resources. Please see the Continuing</p>	REGISTER NOW
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	Education statement for additional details, but completion of the full course may count for 11 contact hours of continuing education for certain professionals depending on location and professional affiliation.	
Open until 12/31/23	Self – paced: Mindful in Healthcare - The Wellbeing & Performance Course for Healthcare Professionals Through 7 comprehensive modules you will optimize your well-being and supercharge your concentration whilst increasing your productivity and performance. The course is packed with tools to help you manage symptoms of stress and optimize your mental health. Your patients will benefit too from improved patient communication through active listening and empathy; enhanced clinical decision-making by improving your focus and attention; and increased job satisfaction by finding meaning and purpose in your work. You'll also come away equipped with strategies to improve team dynamics and relationships. This self-paced, evidenced-based course created for clinicians by clinicians is packed with videos, guided meditations, reflective exercises, downloadable infographic handouts and experiences from the 'humans of healthcare', to help you to thrive in clinical practice.	REGISTER NOW
	 New Hampshire Psychological Association CLICK HERE for more upcoming events	
12/15/23	9:00 AM - 2:00 PM: Advocate, Me? Connections Between Advocacy and Clinical Practice; via Zoom; Learn More	Please email us if you are interested in attending.
1/19/24	9:30 AM - 3:15 PM: Race Talk: Intergenerational Trauma, Privilege, Power and Oppression; Live via Zoom; Learn More	
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website		
1/9/24	8:45 AM - 12:00 PM: (NASW VT) Leveraging the Power of Teams; Location - Zoom	Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health
2/8/24	12:45 - 4pm: Human Trafficking for Service Providers; Two workshops on zoom - choose one or both. 3 CEs available	
3/5/24	9 - 11:30am: The Most Common Form of Family Violence: Sibling Aggression and Abuse; 2 CEs - live on zoom	
3/11/24	11:30am - 5pm: Essential Telehealth; Location - live on zoom	
4/15/24	9 - 10:30am: Concussions and Brain injury: Clinical Considerations; 1.5 Category CEs - live on zoom	
1/4/24	8:45 AM - 12:00 PM: (NASW VT) Boundary Crossings and Boundary Violations; Location – Zoom	REGISTER NOW
2/2/24	9 - 10:30am: Children of Incarcerated Parents and Their Families: How Can We Help 1.5 CEs - live on zoom	REGISTER NOW



University of
New Hampshire

UNH Professional Development and Training

Sponsored by Network4Health

UNH Professional Development offers a wide variety of courses both in person and online that are geared towards developing clinical, communication, supervisory, and leadership skills. [Here are just a few of the great topics](#) that are coming up both live locally and online:

DECEMBER

- *Make Everyday Bring your Best self to workday | December 13 | Live Online*
- *The Mindful Woman Leader | December 13 | Live Online*
- *Mastering HR Leadership | December 14 | Live Online*
- *New Title! Let's Talk for a Change | December 14 | Live Online*

JANUARY

- *Introduction to Basic Project Management | January 5 & 12 | Live Online*
- *Conflict Resolution Through Effective Communication | January 16 | Manchester*
- *Boosting your emotional Intelligence | January 23 & 24 | Live Online*
- *Workplace Safety and Health Programs | January 26 | Live Online*
- *7 Habits of Highly Effective People | January 30 & 31 | Live Online*
- *Finance for Non Financial Managers | January 31 | Live Online*

FEBRUARY

- *Healthcare Professionals: Increase Resilience, Energy, and Emotional Well-Being While Reducing Stress | February 1 | Live Online*
- *Nonprofit Planning and Evaluation | February 1 & 2 | Live Online*
- *Strategic Planning | February 6 | Manchester*
- *Building a Culture of Diversity and Inclusion | February 7 | Live Online*
- *Facilitating The Multi-Generational Workforce | February 8 | Manchester*
- *Critical Thinking: Sharpen your Problem Solving and Decision Making | February 14 | Live Online*
- *Introduction to Grantwriting | February 16 | Live Online*
- *Facilitation Skills | February 21 | Live Online*
- *Simple and Sustainable Self-Care Strategies to Support Employee Well-being | February 22 | Live Online*
- *New Hire Orientation and Onboarding Excellence | February 22 & 23 | Live Online*
- *NEW! AI and Human Resources: Leveraging Opportunities and Managing Risk | February 23 | Live Online*
- *Using SOAR, an Appreciative Inquiry approach to strategic assessment | February 28 | Live Online*
- *Foundations of Supervision | February 29 | Manchester*

MARCH

- *The Power of Peer Coaching: Principles and Effective Practices | March 5 | Manchester*
- *Inspiring and Influential U: Communication Skills for Leaders and Aspiring Leaders | March 5 & 6 | Live Online*
- *Employee Engagement: Increasing Motivation and Commitment | March 6 | Manchester*
- *Creating A Blame-Free and Gossip-Free Work Environment | March 7 | Manchester*
- *Developing an Annual Fundraising Plan | March 8 | Live Online*
- *Balancing Workplace Priorities and Demands | March 11 | Manchester*
- *Grant Management Essentials for Nonprofits | March 12 | Live Online*
- *Unleashing The Voice of Today's Woman Leader | March 12 | Manchester*
- *Project Management for HR Professionals | March 19 | Manchester*
- *Success Sabotage: A Common Phenomenon | March 26 | Manchester*
- *Implicit Bias: awareness and response to mitigate impact | March 27 | Live Online*

APRIL

- *Introduction to Nonprofit Financial Management | April 4 | Live Online*
- *Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor | April 5 | Manchester*
- *Leading the Newest Generation | April 8 | Manchester*
- *Securing Your Talent in a Tight Market | April 11 | Manchester*
- *Introduction to Fundraising for Nonprofits | April 18 | Live Online*

Counseling & Social Work Courses:

- *Model for Treating Anxiety, Depression and Low Self-Esteem | February 9, 2024 | Manchester*
- *Building Resiliency Skills | April 2, 2024 | Manchester*
- *Anxiety and Depression in Adolescent Girls | April 12, 2024 | Live Online*

Interested? Follow This Process to Sign Up:







Step 1: Please review course details [here](#):






Step 2: If you are interested in attending a course, please email us at n4h.workforcedevelopment@cmc-nh.org and indicate:












- **THE COURSE NAME**
- **COURSE DATE**
- **YOUR CONTACT INFORMATION**
- **>> A LINK TO THE COURSE <<**

Step 3: We will send you a Network4Health Eventbrite for the course and you can follow instructions for signing up from there!

1/8/24	09:00am - 04:00pm: Winter 2024 Leadership & Management Conference: Cultivating an Engaged Workplace; Wentworth-by-the-Sea, Portsmouth	REGISTER NOW
Free Trainings – No cost to participate!		
Multiple dates	Portland DBT: Free CE Hour - Learn and Earn Over Lunch Series. Join us for a free Continuing Education credit every month and hear from experts on specialized topics! Live via ZOOM Video Conferencing	REGISTER NOW

	1/10/24, 12:00pm - 1:00pm PT: Evidence-Based and Family-Focused Practices in the Treatment of Adolescent Substance Abuse; Presented by Cindy Schaeffer, PhD	
Recorded Webinar	HHRC Presents: Serious Mental Illness and Homelessness <u>Course Learning Objectives:</u> Define signs and symptoms of major mental illnesses among people experiencing homelessness; Describe common co-occurring mental and physical illnesses and treatment considerations for people experiencing homelessness; Identify best practices for increasing medication and treatment adherence for people experiencing homelessness.	VIEW NOW
Webinar	Part 1 Civil Rights Protections for Individuals with a Disability: The Basics	REGISTER NOW
Webinar	Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder	REGISTER NOW
 <p>NH Disability & Health Program Responsive Practice Training Providing Health Care & Screenings to Individuals with Disabilities ResponsivePractice.org</p> <p>University of New Hampshire Institute on Disability NH Disability & Health Program</p> <p>FREE training 1 credit available online & on-demand</p> <p>Continuing education opportunity developed by the NH Disability and Health Program at the UNH Institute on Disability. Responsive Practice enhances healthcare providers' ability to deliver disability-competent care that is accessible to people with disabilities. Through this free training, participants will learn strategies and approaches to identify, address, and help remove barriers to care. Free CE credits for nurses, physicians, and pharmacists.</p> <p>Training 1: Responsive Practice: Providing Health Care & Screenings to Individuals with Disabilities: CLICK HERE to view.</p> <p>Training 2: Responsive Practice: Accessible & Adaptive Communication: CLICK HERE to view.</p>		
  <p style="text-align: center;">SNHU Continuing Ed for Healthcare Professionals – FREE CEUs! Click here to see all courses</p>		
On Demand until 12/31/23	21st Century Soft Skills for Healthcare Professionals – recorded courses; earn a digital badge! Class 1: Collaboration ; Class 2: Critical Thinking Class 3: Communication Class 4: Creativity	REGISTER NOW
On demand	Care for Yourself so You can Care for Others – Recorded ; Target Audience – Nurses	FREE CEU's! VISIT HERE
On demand	Generational Diversity: Using this Diversity to your Team's Advantage – Recorded ; Learning Objectives: Distinguish the five generations currently working in healthcare and the benefits of each; Develop strategies to manage the gaps between generations; Acquire methods to bridge the gap between generations	FREE CEU's! VISIT HERE
Online Learning	Other courses include: <ul style="list-style-type: none"> Food Insecurity Addiction 101: Signs of Substance Use and Mental Health Crisis at Work - Recorded Trauma Informed Care Suicide Intent Assessment - Recorded The Lived Experience of the Veteran and Military Affiliated Student – Enduring 	FREE CEU's! VISIT HERE
		
Multiple Sessions Available	  <p>Project ECHO Communities: Take advantage of ECHOs on a number of different topics:</p> <p><i>The Project ECHO® model is an evidence-based method connecting interdisciplinary specialists with community-based practitioners using web conferencing technology. During teleECHO™ sessions, experts mentor and share their expertise across a virtual network through case-based learning, enabling practice teams to manage complex conditions in their own communities.</i></p> <ul style="list-style-type: none"> Substance Use Disorder (SUD) ECHO: Core and Emerging Topics for Ambulatory Care. The program will occur on the first Wednesday of each month October 2023 through May 2024. Visit HERE to learn more! 	


	<ul style="list-style-type: none"> • Project ECHO: Aging, Community, and Equity (PEACE). This program will run from February 14 to May 8, 2024. Sessions will occur every other Wednesday from 12:30pm - 1:30pm EST. Visit HERE to learn more! <p>To register or for more information email unh.projectecho@unh.edu or visit us HERE</p>																					
		<p>ECHOs – Expanding Health Knowledge – via Zoom Click here to learn more</p> <p>Pediatric Integrative Medicine ECHO: Changing Health Care for Children: 6/6/2023 – 4/18/2024 Rural Health Equity ECHO: Tackling the Social Drivers of Health: 9/13/2023 - December 20, 2023 Palliative Care ECHO 3.0: Improving Care for those with Serious Illness: 10/5/2023 – 6/6/2024</p>																				
		<p>Free Trainings from the National Council for Mental Wellbeing:</p>																				
	<p>Peer Support Specialist Skill Development Series The series will delve into hot topics in the field of peer recovery support services including crisis response, cultural competency, harm reduction and multiple other person-centered approaches to mental health and substance use recovery. Participants will walk away with enhanced skills in peer-to-peer services and will be better equipped to support the recovery of individuals with mental health and substance use challenges within their community.</p> <p>Community Connections: Working with Justice-involved Individuals; Dec 20, 2023 12:00 pm - 1:00 pm – Register here</p>																					
		<p>FREE CEU’s – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians</p>																				
	<p>SUD Care Continuum ECHO®: Cannabis Use in Young Adults: The latest wisdom and treatment options, 12/20/2023; 12:00 pm – 1:15 pm ET</p>	<p>CLICK HERE to see all offerings</p>																				
		<p>FREE Trainings from Southern NH AHEC – CEU’s Available! Click here and the go to “Read latest Blitzmail newsletter”</p>																				
<p>On-Demand Trainings</p> <p>See Full List of Trainings on the SNHAHEC website</p>	<table border="1"> <tr><td>Addiction as a Chronic Disease</td><td>VIEW NOW</td></tr> <tr><td>Compassionate Boundries</td><td>VIEW NOW</td></tr> <tr><td>Culture and Cultural Effectiveness</td><td>VIEW NOW</td></tr> <tr><td>De-Escalation of an Overamped Patient</td><td>VIEW NOW</td></tr> <tr><td>Enhancing Provider Skills in Serving People who Actively Use Substances</td><td>VIEW NOW</td></tr> <tr><td>Management of Stimulant Use Disorders</td><td>VIEW NOW</td></tr> <tr><td>Motivational Interviewing</td><td>VIEW NOW</td></tr> <tr><td>Multidisciplinary Approach to SUD, MH and Care Coordination</td><td>VIEW NOW</td></tr> <tr><td>Our Actions Have Impact: The Importance of Stigma Reduction</td><td>VIEW NOW</td></tr> <tr><td>Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders</td><td>VIEW NOW</td></tr> </table>	Addiction as a Chronic Disease	VIEW NOW	Compassionate Boundries	VIEW NOW	Culture and Cultural Effectiveness	VIEW NOW	De-Escalation of an Overamped Patient	VIEW NOW	Enhancing Provider Skills in Serving People who Actively Use Substances	VIEW NOW	Management of Stimulant Use Disorders	VIEW NOW	Motivational Interviewing	VIEW NOW	Multidisciplinary Approach to SUD, MH and Care Coordination	VIEW NOW	Our Actions Have Impact: The Importance of Stigma Reduction	VIEW NOW	Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders	VIEW NOW	
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	 <p>Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <ul style="list-style-type: none"> ✓ Dealing with the Difficult Learning Situation: Prevention: VIEW NOW ✓ Dealing with the Difficult Learning Situation: Management: VIEW NOW ✓ The Effective Preceptor: VIEW NOW ✓ Evaluation: Making it Work: VIEW NOW 	<p>LEARN MORE</p>																				

	<ul style="list-style-type: none"> ✓ Giving Feedback: VIEW NOW ✓ Integrating the Learner into a Busy Practice: VIEW NOW ✓ Inter-professional Collaboration: VIEW NOW ✓ Learner Engagement in Community Rotations: VIEW NOW ✓ The One-Minute Preceptor: VIEW NOW ✓ Setting Expectations: VIEW NOW 	
Various – see site for details	 FREE Trainings from New England Public Health Training Center – CEU’s Available!	Click for a complete list of trainings
Various – see site for details	 Training and events – happening locally and online!	Click for a complete list of trainings
Various – see site for details	 Dartmouth Health Professional Development – FREE CEUs! Network4Health will cover admission costs associated with any of these trainings that aren’t free. Email us if you are interested!	Click for a complete list of trainings
Various – see site for details	 Providers Clinical Support System	Click for a Complete List of Trainings
Various – see site for details	 Comprehensive list of trainings and webinars – many archived. CEU’s available.	Click for a Complete List of Trainings
Various – see site for details	 ATTC Addiction Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Click for a Complete List of Trainings
Various – see site for details	 MHTTC Mental Health Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Click for a Complete List of Trainings
Various – see site for details	 African American Behavioral Health CENTER OF EXCELLENCE	Click for a Complete List of Trainings
Various – see site for details	 CENTER of EXCELLENCE <small>LGBTQ+ BEHAVIORAL HEALTH EQUITY</small>	Click for a Complete List of Trainings
Free Webinars	 Opioid Response Network	Click for a Complete List of Trainings
Various – see site for details	 William James College Professional Development Please email us if you are interested in attending and receiving reimbursement for any of these trainings. CEUs available!	Click for a Complete List of Trainings

***Free* Webinars From NAADC – CEU's Available!**

MORE INFO HERE		
12/21/23	Peer Recovery Support Series, Part 6: Professional Development for Peers - Progress, Not Peerfection; 3:00-4:30 PM - Earn 1.5 CEs	REGISTER NOW
1/11/24	Addressing Mental Health and Situational Problems in Substance Use Disorder Counseling; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
1/25/24	Sociometrics: Experiential Therapy Made Manageable; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
1/26/24	Peer Recovery Support Series, Part 1: A Beginner's Guide to Coaching Recovery; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
2/1/24	Antiracist Addiction Treatment Requires Decriminalization and Harm Reduction; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
2/8/24	Substance Use Disorders, Suicide, and Recovery: Beyond Shame and Stigma; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
2/23/24	Peer Recovery Support Series, Part 2: Beyond 12-Steps - The Neuroscience of Recovery Coaching; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
3/1/24	Collegiate Recovery: Fostering Recovery-Supportive College Campuses; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
3/15/24	Cultural Considerations for 12-Step Recovery Programs; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
3/29/24	Current Scientific Evidence About Mutual Help Groups; 3:00-4:00pm ET - Earn 1 CE	REGISTER NOW
Ongoing	Advancing Awareness in LGBTQ Care Multi-Part Series: Advancing Awareness in LGBTQ Care, Part I: History of Specialized Treatment for LGBTQ+ Clients Advancing Awareness in LGBTQ Care, Part II: LGBTQ Youth, Community, & Alcohol Misuse Advancing Awareness in LGBTQ Care, Part III: Working with LGBTQ2S+ Native American Clients Advancing Awareness in LGBTQ Care, Part IV: Affirming Responses for "Invisibilized" LGBTQIA+	WATCH NOW

***Free* From NH Healthy Families**

 <p>Reminder: NH Health Families offers free comprehensive clinical training programs, designed to enhance the knowledge, skills and performance of healthcare professionals who empower their members to make positive health behavior changes. They offer courses to support continuing education for providers, enhance integrated care, and 7expand use of best practices. Participants can receive CEUs for some classes, and receive certificates of attendance related to certain licensing requirements. Please click here for more information, click here to see a complete list of trainings, or contact Kimberly Bindas at kbindas@centene.com with further questions.</p>		
12/15/23	10:00 AM - 11:30 AM: Integrated Healthcare with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
12/18/23	10:00 AM - 12:00 PM: Social Determinants of Health with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
1/3/24	10:00 AM - 12:30 PM: SBIRT for Providers with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
1/5/24	11:00 AM - 12:00 PM: An Introduction to The ASAM Criteria by Kimberly Bindas, MSW, LICSW	CEUs Available! REGISTER NOW
1/8/24	10:00 AM - 12:00 PM: Suicide Risk - A Clinical Perspective - Module 1 - Suicide Risk Overview Presented by Lisa Wharton MA, LPC, LPCC	CEUs Available! REGISTER NOW
1/10/24	10:00 AM - 11:00 AM EST: A Closer Look at Evidence Based Practices with Kimberly Bindas, MSW, LICSW	CEUs Available! REGISTER NOW
1/16/24	1:00 PM - 2:30 PM: Substance Related and Addictive Disorders - Module 7- Opioid Related Disorders by Taylor Murphy, MSW	CEUs Available! REGISTER NOW
1/18/24	1:00 PM - 3:00 PM: Cultural Humility- Building Upon the Foundation of Cultural Competency by Lisa Wharton MA, LPC, LPCC	CEUs Available! REGISTER NOW
1/22/24	11:00 AM - 12:30 PM: SMART Goals with Clinical Provider Trainer Adriana Peralta, MSW, LCSW, LPN	CEUs Available! REGISTER NOW
1/23/24	10:00 AM - 12:30 PM: Substance Use Initiative for NH Providers with Opioid Focus by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW

5 STEPS FOR CREATING A 'RETURNSHIP' PROGRAM

From: "5 Steps for Creating a Returnship Program" on Monster.com; [CLICK HERE](#) to see full article.

Talented people leave the workforce each year for a variety of reasons. They may leave to raise children, take care of a sick or elderly family member, recover from an illness, take a long break, or retire. As their personal lives change, some people may want to return to work. Some business owners are reluctant to hire people who have taken a long career break, but that means they're missing out on a large pool of qualified candidates. Others see the many benefits of creating a formal "returnship program" to hire these candidates who offer a strong skillset and a unique perspective.

Here are five steps for creating a successful program that welcomes people back into the workforce:

1. Determine the logistics
2. Write the job description
3. Advertise your returnship
4. Evaluate candidates
5. Launch your returnship



What is a Returnship Program?

A returnship, also known as a return-to-work program, is a career reentry initiative for people who have left the workforce for an extended period of time. The most effective programs provide the support and resources people need to grow their professional networks and improve their skills.

These programs can help you increase diversity and strengthen your company culture, making your business more successful. Research shows that diverse workplaces are more profitable than their competitors. They can also increase employee engagement and morale, which improves profitability.

By showing that your company has a strong company culture, is innovative, committed to diversity and inclusion, and family friendly, embracing a returnship can help you recruit and retain top talent.

How Do You Create a Returnship?

Now that you know what a returnship is and its various benefits, you're ready to start one at your company. Here's how:

1. Determine the Logistics

While returnship programs are generally for people who have stepped away for at least a year, not a short break, you could set a specific requirement, such as being away for five years or even 10.

You'll also want to determine the program duration, whether participants will have one role or rotate departments, and the budget. Consider whether you want to pay all participants the same salary or set salaries depending on the person's experience level, skillset, and role.

2. Write the Job Description

The next step is to find out which departments want to participate in the program. Ask your department heads if they need someone and to identify the hiring manager. The designated hiring manager should write a detailed job description specifying the role, responsibilities, and requirements.

You could post all the job descriptions separately since they are different roles. However, be sure to use the introduction paragraph to describe the program, the benefits of joining, and why your company is a great place to work. Include the terms "returnship program" and "return-to-work program" in the description so people find it when they use those search terms.

3. Advertise Your Returnship

Now that you've nailed down the logistics and the job descriptions, you're ready to promote your program. Post the job descriptions on well-trafficked job boards and the "careers" page of your website. It's also helpful to create a separate page dedicated to the program. You can direct people to the page to learn more. Potential candidates who aren't aware of your program or company are likely to find this page if they search "returnship program."

Encourage your team to promote the program by offering an employee referral bonus. You could also find potential candidates by reaching out to former employees who may have quit to raise kids, care for a family member, or simply take a break.

4. Evaluate Candidates

Your next step is to screen resumes and cover letters to decide who to interview. If someone from your talent acquisition team or the hiring manager is reviewing the resumes, remind them to focus more on the person's skills and potential, rather than their past job titles.

It is possible that some of your best candidates will be people who want to make a career change after taking time to focus on their personal lives. Consider the skills they gained from their personal experience. For example, someone who took time to raise a family or care for a family member is likely organized, compassionate, and diligent. In addition to the typical interview questions, your team may want to learn more about the candidates by asking questions such as:

- *How would your past professional and personal experience make you successful in this role?*
- *Why do you want to work at our company and in this role?*
- *What do you hope to gain from participating in the program?*

5. Launch Your Returnship

After choosing candidates and sending offer letters, you're ready to get started. The best returnship programs have an orientation, networking events, and ample hard and soft skill trainings.

Orientation

Have all participants start orientation on the same day so they can get to know each other, and you don't have to constantly repeat the program. Start with introductions and a tour of the office. Tell them about the company history, mission, values, and organizational chart. It's also helpful to review important policies and procedures and provide an overview of the program so they know what to expect.

Networking Events

Consider offering networking events with other participants, their respective departments, and the entire company. After being out of the workforce for an extended period, it will be helpful to build back their professional networks, learn from colleagues, and meet people who could become mentors and sponsors. You may also want to create a formal mentorship program.

Trainings

Provide hard and soft skills trainings so participants have the support and resources they need to be successful. Ask your department heads and direct managers to create role-specific trainings and your HR department leaders to create soft skills trainings on topics like networking, communication, and leadership.

Get Your Returnship Program Aligned With the Job Market

Now you know the benefits of returnship programs and the best practices for creating one at your company. However, to make it work you need access to the latest job market insights. Get out front today by checking out Monster's Hiring Report, where you'll get access to the latest in survey and research data about today's job seekers.

Network4Health's *Workforce Wednesday* is published every other Wednesday.

[CLICK HERE](#) to learn more about Network4Health

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